



EXHIBIT 4

DOCUMENT

PLACEHOLDER

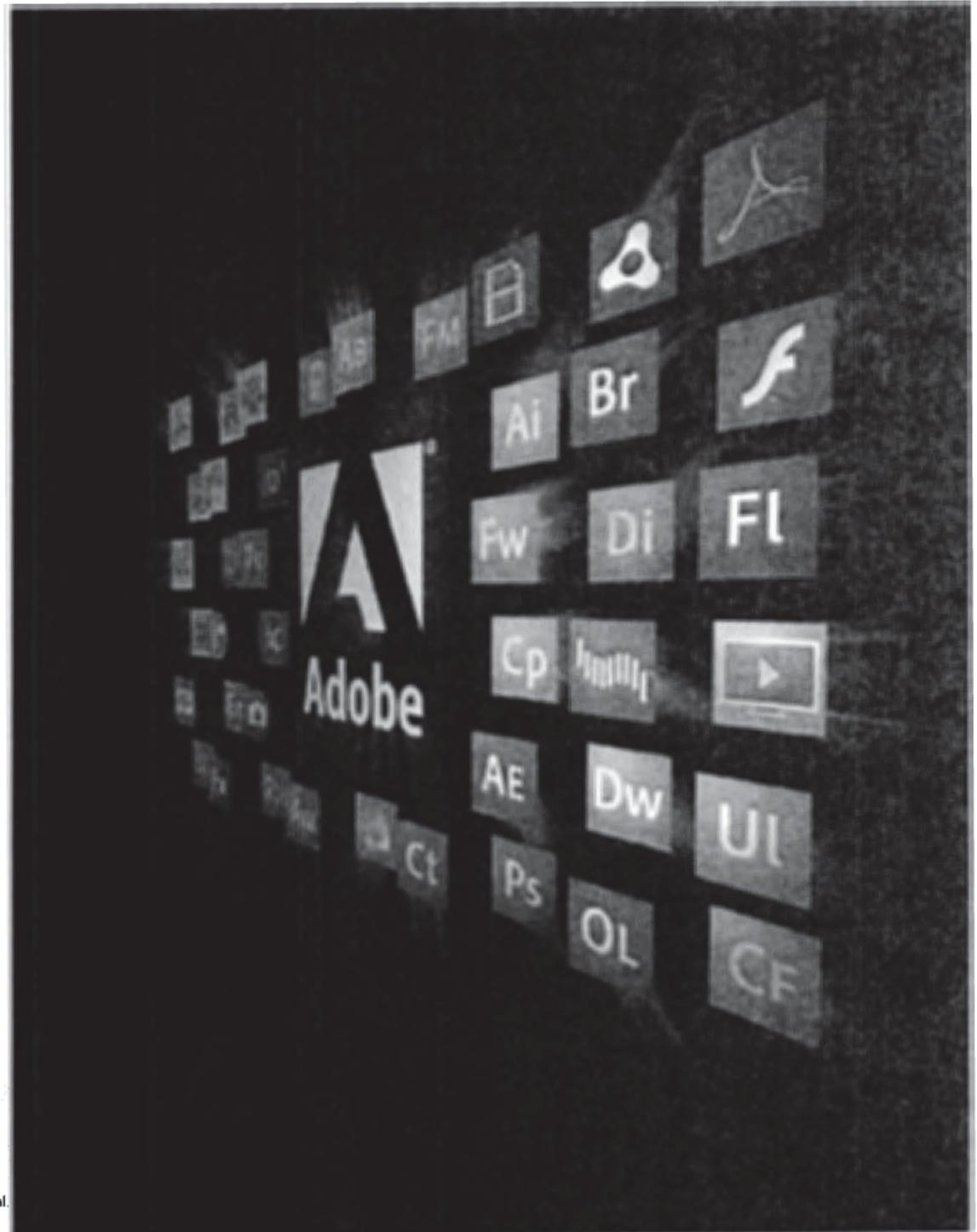
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HR All Hands

Donna Morris

September 11, 2008

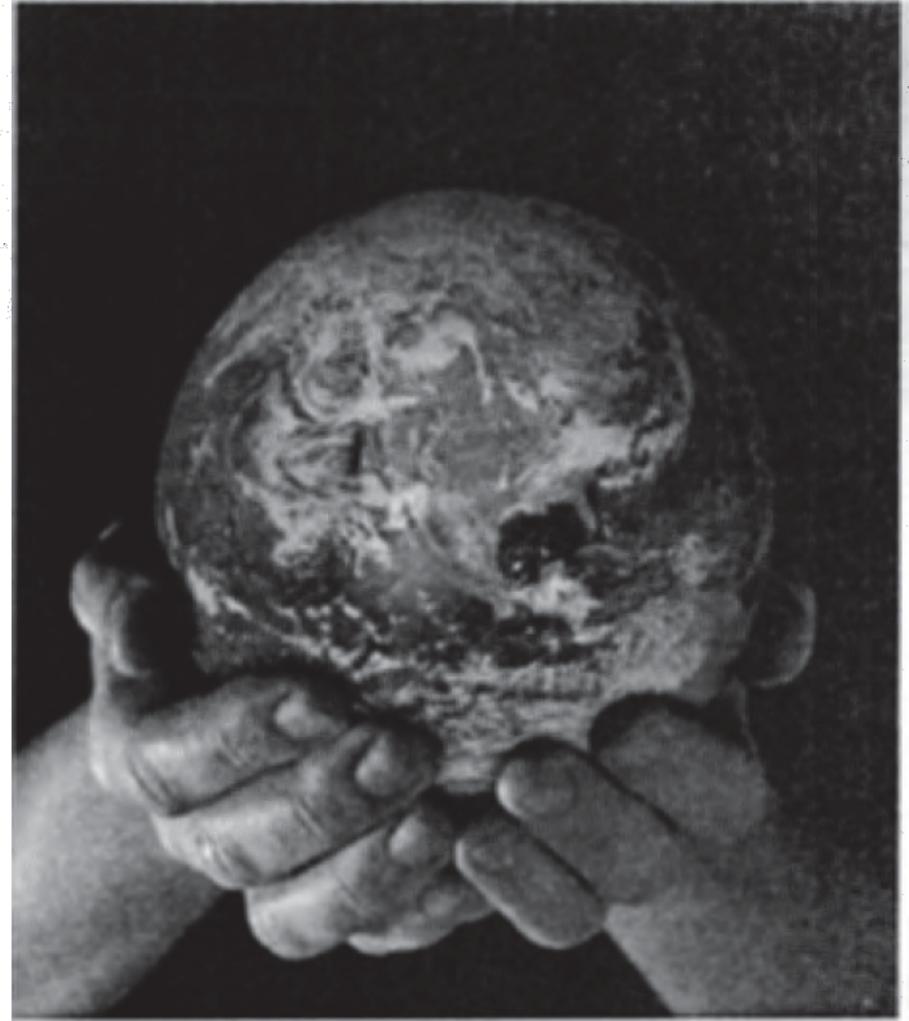


Agenda

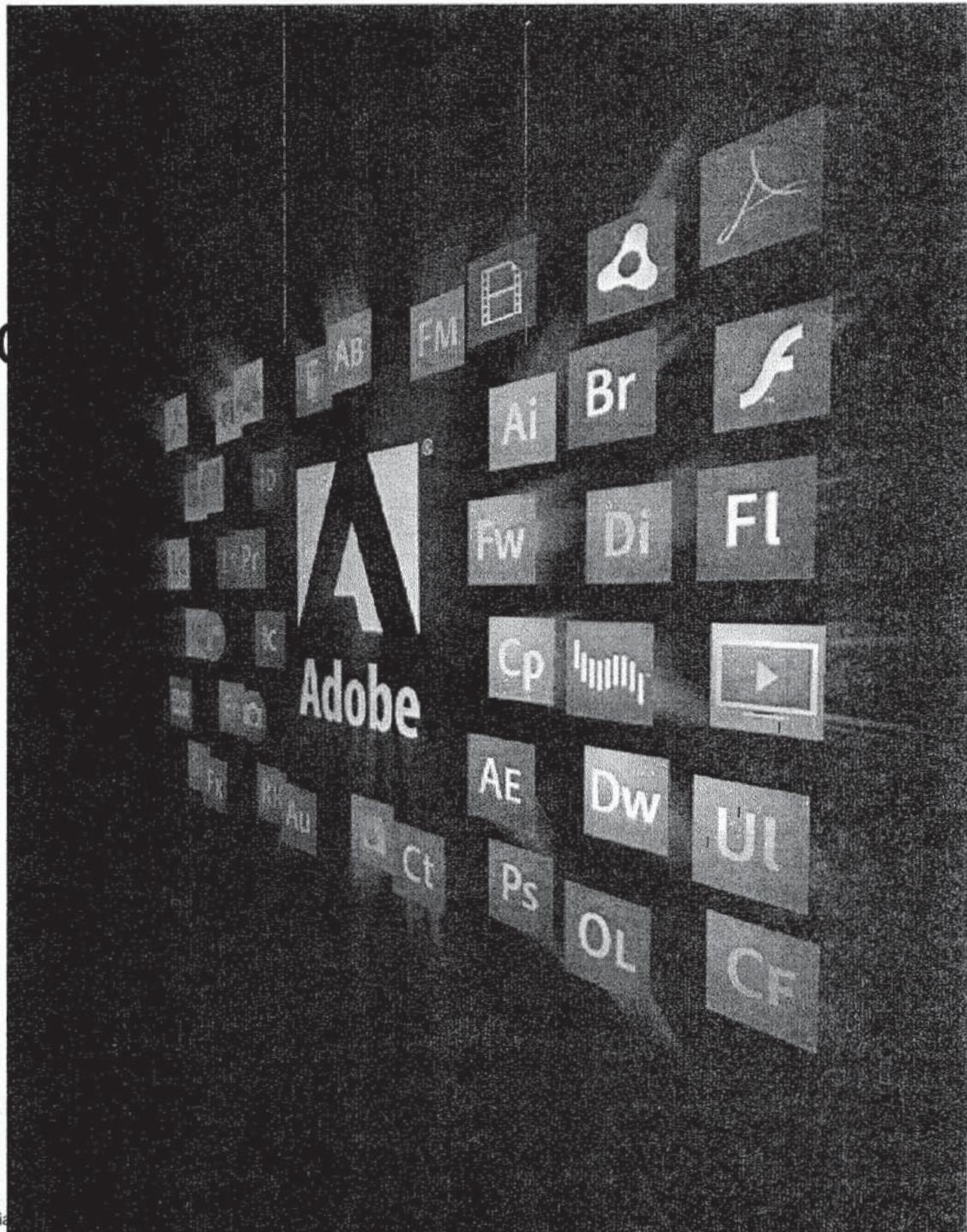
- Welcome
- Human Resources Strategic Plan
- Doug Mack – Photoshop Express
- Service Awards
- HR Excellence Award
- Q&A

Welcome New Hires

- Aparna Malik, Talent – Noida
- Shweta Tyagi, Talent Dev. – Noida
- Paul Larsen, HR Consulting– San Jose
- Diana-Emanuela Sandra, Talent – Bucharest
- Zoe Spicer, HR Consulting – London



Human Resource Strategic Plan 2009 – 2011



Overview

- HR Vision 2011
 - Strategic Areas of Focus
 - Success Measures
 - HR Capabilities – Developing for the Future
 - Global HR Distribution

Human Resources 3 Year Strategic Imperatives

- Continue to evolve talent management capabilities that result in the ability to attract, develop and engage top performing global employees
- Ensure a foundation of world class HR programs, systems and services that deliver exceptional experiences
- Develop and execute upon a compelling total rewards strategy that contributes to the ability to attract, engage and align employees to deliver upon business results
- In partnership with leaders drive focused organizational change aligned with our core values that contributes to high levels of organizational effectiveness and employee engagement

Global Growth Assumptions

HR Strategic Areas of Focus

Create a vibrant and dynamic workplace recognized for attracting and developing exceptional employees who are rewarded for their contributions to our business

Talent
Management

Total Rewards

Organizational
Growth and
Development

HR Operations

2011 HR Vision



Key Areas of Focus 2009 - 2011

- Org Growth & Development

- Talent Management

Key Areas of Focus 2009 – 2011

- Total Rewards



- HR Operations



Strategic Plan Success Measures

| Success Metric | Measurements | Targets |
|----------------|--------------|------------|
| [REDACTED] | [REDACTED] | [REDACTED] |

| Strategic Plan Success Measures | | |
|---------------------------------|-----------------|----------------------|
| Key Priority | Desired Outcome | Performance Measures |
| | | |

HR Capabilities – Developing for the Future



HR Capabilities – Developing for the Future



HR Headcount Geographic Distribution – 2005 vs. Current

